

## **Human Resource Management Practices: A Case Study of the Supply Chain Department of Square Pharmaceuticals Ltd.**

*Jashim Uddin Ahmed, Ph.D.*  
*Ayesha Tabassum*  
*Tashfeen Hossain*

### **Abstract**

Human resource management practices are now considered as one of the key contributing factors to the success of an organization. The organizations are putting increased emphasis on the policies and practices of HRM to gain competitive advantage. Throughout the whole case study several HRM practices related to the supply chain department of Square Pharmaceuticals Ltd. are discussed. These HRM practices include human resource planning, recruitment and selection, induction, training, performance appraisal, employee development, compensation plan, etc. This discussion has provided the opportunity to analyze the HRM practices of a business organization and to find out the facts which are creating barriers to effective HRM. In the last part of this paper some recommendations are provided for Square to gain competitive advantages through HRM practices.

---

**Jashim Uddin Ahmed Ph.D.**, is Assistant Professor at the School of Business, North South University, Banani, Dhaka, Bangladesh

**Ayesha Tabassum**, is a Research Assistant, at the School of Business, North South University, Banani, Dhaka, Bangladesh

**Tashfeen Hossain**, is a Lecturer at the School of Business, North South University, Banani, Dhaka, Bangladesh